

THE INFLUENCE OF COMPETENCE AND WORK MOTIVATION ON NURSES' PERFORMANCE AT RSI SITI AISYAH MADIUN

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ABSTRACT

The declining performance quality among inpatient nurses at RSI Siti Aisyah Madiun can be attributed to various risk factors, including their competency and work motivation in terms of knowledge and skills. This research aimed to assess how competency and work motivation influence nurse performance at the hospital. Employing a quantitative approach with a cross-sectional design, the study included all inpatient nurses from RSI Siti Aisyah Madiun over the past year, totaling 40 respondents, with 36 participating as the sample. Data collection utilized questionnaires, and analysis employed Chi-Square tests. The findings indicated significant influences: competence showed a notable impact on nurse performance (p -value = 0.024, OR = 7.286, 95% CI = 1.508-35.211), highlighting it as a crucial factor affecting nurse performance. Similarly, work motivation also significantly influenced nurse performance (p -value = 0.009, OR = 8.800, 95% CI = 1.920-40.336). In conclusion, this study underscores the pivotal role of both competence and work motivation in shaping nurse performance at RSI Siti Aisyah Madiun. The study recommends that the hospital enhance nurse competency and work motivation to ensure the delivery of optimal healthcare services.

KEYWORDS competence, work motivation, performance, hospital



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INTRODUCTION

Hospitals are health service institutions for the community with their own characteristics which are influenced by developments in health science, technological advances and the socio-economic life of the community. Hospitals must continue to be able to improve health services that are of higher quality and affordable for the community in order to achieve the highest level of public health

How to cite: Amalus Sholeha Abdi Priyanti et al. (2024). The Influence of Competence And Work Motivation on Nurses' Performance at RSI Siti Aisyah Madiun. *Journal Eduvest*. 4(7): 5876-5891
E-ISSN: 2775-3727
Published by: <https://greenpublisher.id/>

by providing complete individual health services, providing inpatient, outpatient and emergency services, carrying out health efforts that are implemented in a comprehensive manner. harmonious, integrated, comprehensive and sustainable with the aim of realizing optimal levels of health for the community (Murwani, 2018) .

Hospitals function as a health service facility, so humans as resources are required to be able to provide the best health services for patients in helping the healing process of disease. So that services continue to run according to expectations, this is the role of humans as organizers and implementers of activities. Without good human resources, it will be difficult to say that health services are quality because good quality services must begin with good human resources (Azizah, 2021) .

The service of health workers in providing nursing services in hospitals is one of the determining factors for the image and quality of a hospital. This is because nursing is the professional group with the largest number of interactions with patients and patient families. Besides that, society's demands for quality nursing services are increasing along with increasing awareness of the rights and obligations of society. Therefore, the quality of nursing services needs to be improved so that health services are optimal in improving the quality of hospital services (Susanti, 2019) .

Performance is work performance or work results (*output*) in the form of products or services achieved by a person in carrying out their duties, both quality and quantity, through Human Resources in carrying out their duties in accordance with the responsibilities given to them. Nurse performance is the level of achievement or work results of targets that must be achieved and implemented with their respective responsibilities within a certain period of time. Through the performance of health workers in hospitals, it is hoped that they will be able to show their real professional contribution in improving the quality of health services, which will have an impact on health services in general in the organization where they work, and the final impact will be on the quality of life and welfare of the community (Antoni, 2021) .

Nurse performance problems will always be encountered in hospital management. Therefore, hospital management must know what factors cause nurses' performance to not be optimal so that nurses feel satisfied at work. The performance of nurses will be greatly influenced by the quality and abilities of nurses, if the hospital can pay attention to nurses and maintain these nurses as one of the hospital assets and pay attention to the rights and needs of these nurses so that they can be fulfilled, this will affect the performance of nurses in carrying out their work. This is because if a nurse feels that his rights have been fulfilled, then he will be motivated to carry out his work as well as possible (Wibowo, 2022) .

Siti Aisyah Islamic Hospital (RSI) is a privately owned hospital. RSI Siti Aisyah is a type C hospital with health facilities that can receive referral services in Madiun, has outpatient, inpatient, medical and non-medical support facilities. Has a variety of employees ranging from medical employees, paramedical employees, medical support employees, non-paramedical employees, and non-medical employees. Paramedics are personnel who work under the direct supervision of a

doctor in providing supporting medical services such as nurses. The nurses used in this research were inpatient nurses with a total of 40 inpatient nurses (RSI Siti Aisyah, 2022) .

To be able to determine the performance of nurses at RSI Siti Aisyah Madiun, you can look at the performance criteria for nurses at RSI Siti Aisyah Madiun, such as good attitude, skill level, competency, performance management and work motivation. The assessment of the performance criteria for nurses at RSI Siti Aisyah Madiun can be seen from how well and how badly the health workers carry out their work in accordance with predetermined standards so as to produce good *output to customers* .

Based on data from inpatient nurses at RSI Siti Aisyah Madiun, every year there are good and poor nurse performances. It can be explained that from the number of 40 nurses, in 2021 there will be 17 nurses with poor performance. Meanwhile, in 2022 there will be an increase in performance assessments, where as many as 23 people received poor performance ratings. This shows that there has been a decline in the quality of performance of inpatient nurses at RSI Siti Aisyah Madiun in the last year. Factors that influence the decline in the quality of performance of inpatient nurses at RSI Siti Aisyah Madiun are the competency and work motivation of nurses in terms of knowledge and *skills* . Therefore, training can make nurses work more competently.

Motivation and competence have a strong relationship in nurse performance, this is because motivation and competence mutually influence each other in the context of nurse performance. A nurse who has high motivation will encourage herself to develop and improve her competence. On the other hand, nurses who have good competencies will provide satisfaction and a sense of personal achievement, which in turn increases motivation to continue learning and developing. Thus, strong motivation and increased competence will have a positive impact on nurse performance by improving the quality of services provided to patients.

Health worker competency is the ability that a health worker has, based on knowledge, ability, knowledge and professional attitude, to be able to carry out practice. Health workers who provide excellent health services are believed to have a strong relationship with their high level of mastery of professional competency standards which has an impact on their ability to work professionally in their duties and responsibilities as health workers. In general, the competence of health workers can be measured through the knowledge and attitudes of health workers towards their profession even though they already have a diploma at the formal education level of Diploma three (D3), Diploma four (D4), Strata one (S1), even Strata two (S2) and Strata three (S3) (Susanti, 2019) .

Competence and nurse performance are significantly related, indicating that good competency has the potential to provide good performance compared to those with less competency, and has a partial effect on the performance of nurses in the inpatient room at RSI Siti Aisyah Madiun. This is supported by knowledge and attitudes in carrying out nursing care and having good *human relations* . Competency is a reflection of the knowledge, skills and attitudes in a profession

that characterize a professional. Competency is the intellectual, physical and interpersonal abilities that underlie nurses in carrying out nursing care.

Motivation is a driving factor in carrying out a person's activities to achieve a goal. Motivation can also be defined as a way to achieve institutional goals by striving to a higher level, provided that it does not ignore the ability to obtain satisfaction in meeting personal needs. So the definition of motivation includes three important key definitions, namely effort, organizational goals, and personal needs. Worker absenteeism can be used as an indicator to measure nurses' motivation to work (Hernika, 2018) .

Work motivation plays a very important role in encouraging the effectiveness of employee performance. Motivation is a function of ability and performance factors. Work motivation and performance differ from one nurse to another. Judging from the external motivation that nurses receive, they do not get good motivation from their superiors or work partners. For example, when the shift is over but there are a lot of patients and work is piling up, while the co-worker whose shift is changing has not yet arrived. This lack of motivation results in a lack of awareness of the nurse's job responsibilities. To overcome this, it is necessary to provide motivation to nurses so that they will be more motivated to be able to work more disciplinedly, optimally, and work more professionally. Having good and appropriate motivation aimed at nurses will really help in developing the performance of the nurses themselves and of course will have a good impact on the hospital so that the hospital will be more advanced and superior (Indrastuti, 2019) .

The research results are in accordance with research (Aprilia, 2019) which found that there was a positive and significant influence between professional competence and nurse performance. Apart from that, it is also in accordance with research (Dinarti, 2021) which found that the results of competency (knowledge, skills and abilities) together have an influence on nurse performance.

According to research conducted by (Khatimah, 2020) on "The Influence of Competency on Nurse Performance at H. Padjonga Regional Hospital", the results of the research show that competency greatly influences nurse performance. According to research conducted by (Hasanah, 2022) on "The Influence of Work Motivation on Nurse Performance at Bangka Belitung Hospital" there is an influence between work motivation and nurse performance at Bangka Belitung Hospital.

According to research conducted by (Taufiqurrahman, 2021) on "The Influence of Competency and Motivation on Nurse Performance at Ba'a Regional Hospital" states that competence and work motivation both have a significant influence on nurses. Based on research conducted (Aswad, 2018) , it shows that there is a relationship between the influence of training and competency on nurse performance.

Competence and work motivation are needed by a nurse for good performance. Nurse performance arises as an effective response to the work carried out by nurses, so aspects of competence and motivation play an important role in influencing the improvement of nurse performance. Efforts have been made to improve the services of RSI Siti Aisyah Madiun , especially the performance of nurses, such as providing special attention and providing work motivation to nurses,

which is a relevant way to improve the performance of nurses in hospitals. However, these efforts have not been successful, causing the low performance of nurses in treating patients. Work experience (nurse competency) in a hospital has a very important role in improving the performance of nurses so they work effectively and competently.

Based on the problem description above, researchers conducted research on "The Influence of Competency and Work Motivation on Nurse Performance at RSI Siti Aisyah Madiun" because there was a need to identify the influence of competency and work motivation on the performance of nurses at the hospital. This research aims to analyze the competency and work motivation of nurses and their impact on their performance at RSI Siti Aisyah Madiun. The benefits include recommendations for better management strategies in hospitals, as well as contributions to knowledge and development of teaching and learning processes at STIKES Bhakti Husada Mulia Madiun.

RESEARCH METHOD

This research is a quantitative research with a research design in the form of an analytical survey method and a cross sectional approach (Notoatmodjo, 2012) . This method is used to observe the relationship between risk factors and effects at a certain time. The research population consisted of 40 nurses who were inpatient at RSI Siti Aisyah Madiun in 2023 (Arikunto, 2020) . Sampling was carried out using the Slovin formula, which resulted in a total sample of 36 nurses. Inclusion criteria include nurses who are willing to be respondents and have permanent or contract employee status, while exclusion criteria are nurses who cannot be found during the research. The sampling technique used is simple random sampling, where every nurse in the population has the same opportunity to be selected as a sample through a random lottery method.

Research Framework

The research framework can be seen in Figure 4.2 Research Framework.

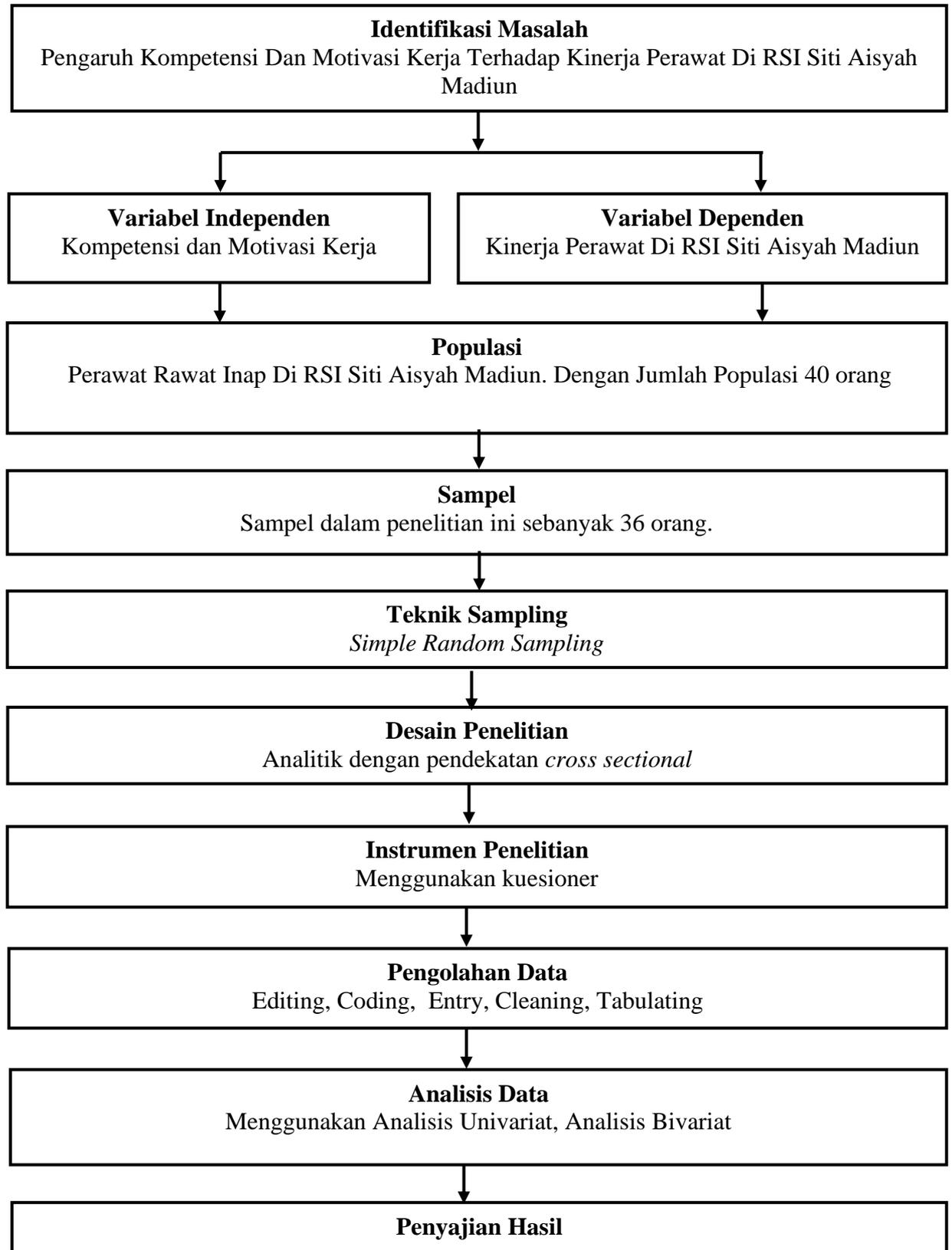


Figure 4.2 Research Framework

This research aims to investigate the influence of competency and work motivation on the performance of nurses at RSI Siti Aisyah Madiun in 2024. The research variables are divided into dependent and independent variables. The dependent variable is nurse performance, which is measured based on timeliness, effectiveness and independence in carrying out tasks. Meanwhile, the independent variables include the competency and work motivation of nurses at RSI Siti Aisyah Madiun. Competency is measured through the knowledge and attitudes of nurses, while work motivation includes responsibility, work performance, self-development and independence in acting. The research instrument used is a questionnaire, which has been tested for validity and reliability. Data collection was carried out through interviews and distribution of questionnaires to nurses at RSI Siti Aisyah Madiun, with the data processing stage using Microsoft Excel and SPSS 24.0. Data analysis was carried out using univariate and bivariate analysis techniques, including the Chi-Square statistical test to test the relationship between variables. Research ethics is emphasized by considering the rights, privacy and justice of research subjects (Notoatmodjo, 2012) .

RESULT AND DISCUSSION

Research result

5.2.1 General Data Characteristics

General data here presents the characteristics of respondents based on gender and education. General data characteristics of respondents can be seen in the following table:

a. Characteristics of Respondents Based on Gender

Table 5.1 Frequency distribution of respondents based on gender of nurses at RSI Siti Aisyah Madiun .

Gender	Frequency	Percentage (%)
Man	7	19.4
Woman	29	80.6
Total	36	100.0

Source: Research Data Processing Results, 2024

In table 5.1 of the distribution of respondents based on gender, there are differences in proportions showing that of the 36 respondents, 7 respondents were men (19.4%) and 29 respondents (80.6%) were women.

b. Characteristics of Respondents Based on Nursing Education

Table 5.2 Frequency distribution of respondents based on nurse education at RSI Siti Aisyah Madiun .

Education	Frequency	Percentage (%)
Bachelor of Nursing (S.Kep.,Ns)	22	61.1
D3 Nursing (Amd.Kep)	14	38.9
Total	36	100.0

Source: Research Data Processing Results, 2024

In table 5.2 of the distribution of respondents based on education, there are differences in proportions showing that of the 36 respondents,

Bachelor of Nursing (S.Kep., Ns) was 22 respondents (61.1%) and D3 of Nursing (Amd.Kep) was 14 respondents (38.9%) %).

5.2.2 Univariate Analysis

Univariate analysis here presents the characteristics of respondents based on the dependent variable, namely Nurse Performance. The independent variables are competence and work motivation.

- a. Frequency Distribution of Respondents Based on Nurse Performance.

Table 5.3 Frequency distribution of respondents based on nurse performance at RSI Siti Aisyah Madiun .

Nurse Performance	Frequenc y	Percentage (%)
Good Nurse Performance	20	55.6
Poor Nurse Performance	16	44.4
Total	36	100.0

Source: Research Data Processing Results, 2024

In table 5.3, the distribution of respondents based on nurse performance shows that of the 36 respondents, 20 respondents (55.6%) had good nurse performance and 16 respondents (44.4%) had poor nurse performance.

- b. Frequency Distribution of Respondents Based on Competency.

Table 5.4 Frequency distribution of respondents based on nurse competency at RSI Siti Aisyah Madiun .

Competence	Frequency	Percentage (%)
Good Competence	24	66.7
Poor Competence	12	33.3
Total	36	100.0

Source: Research Data Processing Results, 2024

In table 5.4, the distribution of respondents based on nurse competency shows that of the 36 respondents, 24 respondents had good competency (66.7%) and 12 respondents (33.3%) had poor competency.

- c. Frequency Distribution of Respondents Based on Work Motivation.

Table 5.5 Frequency distribution of respondents based on work motivation at RSI Siti Aisyah Madiun .

Work motivation	Frequency	Percentage (%)
Good Work Motivation	21	58.3
Poor Work Motivation	15	41.7
Total	36	100.0

Source: Research Data Processing Results, 2024

In table 5.5, the distribution of respondents based on work motivation shows that of the 36 respondents, 21 respondents had good work motivation (58.3%) and 15 respondents (41.7%) had poor work motivation.

5.2.3 Bivariate Analysis

Bivariate analysis aims to determine the relationship between the independent variable and the dependent variable using statistical tests. The statistical test used in this research is the *chi-square test* with a significance level of 0.05. The following are the results of the bivariate analysis in this study as follows:

- a. The Influence of Competency on Nurse Performance at RSI Siti Aisyah Madiun.

Table 5.6 The Influence of Competency on Nurse Performance at RSI Siti Aisyah Madiun .

Competence	Mark ρ - value	RP (95% CI)	Nurse Performance			
			Good		Not good	
			N	%	N	%
Good Competence	0.024	7,286 (1,508-35,211)	17	85.0	7	43.8
Poor Competence			3	15.0	9	56.3
Total			20	100.0	16	100.0

Source: Research Data Processing Results, 2024

Based on table 5.6 , the results of the *chi-square test* between competency and nurse performance can be seen that there are 17 respondents with good competency and good nurse performance with a percentage of 85.0% and there are 7 respondents with good competency and poor nurse performance with a percentage of 43.8%. . Meanwhile, there were 3 respondents with poor competency and good nurse performance with a percentage of 15.0%, and there were 9 respondents with poor competency with poor nurse performance with a percentage of 56.3%.

The results of data processing using the *chi-square test* can be seen from *the continuity correction sig* (2-sided) because the value of 0 cells < 5 which indicates that the p value is 0.024 ($p < 0.05$) which means that there is an influence of competence on the performance of nurses at RSI Siti Aisyah Madiun. These results are supported by the RP value (95% CI) = 7.286 (1.508-35.211) meaning that competence is a risk factor for nurse performance.

- b. The Influence of Work Motivation on Nurse Performance at RSI Siti Aisyah Madiun.

Table 5.7 The Influence of Work Motivation on Nurse Performance at RSI Siti Aisyah Madiun .

Work motivation	Mark ρ - value	RP (95% CI)	Nurse Performance			
			Good		Not good	
			N	%	N	%
Good Work Motivation	0.009	8,800 (1,920- 40,336)	16	80.0	5	31.3
Poor Work Motivation			4	20.0	11	68.8
Total			20	100.0	16	100.0

Source: Research Data Processing Results, 2024

Based on table 5.7 results of the *chi-square test* between work

motivation and nurse performance, it can be seen that there are 16 respondents with good work motivation and good nurse performance with a percentage of 80.0% and good work motivation with poor nurse performance, there are 5 respondents with a percentage of 31.3%. Meanwhile, there were 4 respondents with poor work motivation with good nurse performance with a percentage of 20.0% and poor work motivation with poor nurse performance with 11 respondents with a percentage of 68.8%.

The results of data processing using the *chi-square test* can be seen from *the continuity correction sig* (2-sided) because the value of 0 cells < 5 which indicates that the p value is 0.009 ($p < 0.05$) which means there is an influence of work motivation on the performance of nurses at RSI Siti Aisyah Madiun. These results are supported by the RP value (95% CI) = 8.800 (1.920-40.336) meaning that work motivation is a risk factor for nurse performance.

Discussion

5.3.1 Characteristics of Respondents Based on Nurse Competency at RSI Siti Aisyah Madiun

Based on the results of univariate analysis of the frequency distribution of nurse competence, it can be seen that the majority of respondents had good competence, 24 respondents (66.7%) while 12 respondents had poor competence (33.3%).

From the results of this research, it was stated that 24 respondents had good competence, because almost all nurses already had an educational background that was appropriate to their field of work, and nurses at RSI Siti Aisyah Madiun already had conceptual knowledge in their field of work, so the nurses at RSI Siti Aisyah Madiun can work without direction and supervision and is friendly and builds good relationships with patients so that patients feel comfortable. Meanwhile, there were 12 respondents who had poor competency, because there were still nurses who had not attended training so that it could affect the competency of nurses in terms of knowledge and skills in order to develop good performance abilities and there were still nurses who had not fully worked in a friendly manner with patients so that patients can assess that nursing and hospital services are not good.

Based on the results of this research, it can be concluded that even though nurses' knowledge is high, they still lack training, both regarding the implementation of the nursing care process, actions to solve problems, and training aimed at developing nurse competency so that nurses cannot guarantee that nurse competency will increase.

5.3.2 Characteristics of Respondents Based on Nurse Work Motivation at RSI Siti Aisyah Madiun

Based on the results of univariate analysis of the frequency distribution of nurses' work motivation, it can be seen that the majority of respondents had good work motivation, 21 respondents (58.3%), while 15 respondents (41.7%) had poor work motivation.

, 21 respondents stated that they had good motivation, because the competency that nurses have can encourage nurses to work better, and hospitals can fulfill nurses' motives in improving their careers in the future so that nurses will be more motivated if they are placed in jobs that match their field of competency. Meanwhile, there were 15 respondents with poor work motivation, this was because nurses were less motivated to do their work because they felt that the salary they received did not match their workload, hospitals had not fully fulfilled nurses' motives in building close relationships with fellow colleagues. and the lack of providing incentives or compensation for services that are not commensurate can certainly result in low motivation for nurses to work.

Based on the results of this research, it can be concluded that if there is a match between the nurses' expectations that arise with the rewards provided by the hospital, it will create satisfaction within the nurse so that with good satisfaction, the nurse will feel happy at work so that it can create good work motivation. . If work motivation is good, then nurse performance can also improve well.

5.3.3 Characteristics of Respondents Based on Nurse Performance at RSI Siti Aisyah Madiun

Based on the results of univariate analysis of the frequency distribution of nurses' performance, it can be seen that the majority of respondents had good performance, 20 respondents (55.6%) and 16 respondents (44.4%) had poor performance.

, 20 respondents stated that they had good performance, because the majority of nurses at RSI Siti Aisyah Madiun were able to work in accordance with nursing care with procedures set by the hospital and had high initiative in carrying out their duties, and nurses always establish good relationships with patients so that patients feel comfortable so that they can provide quality patient services quickly and responsively. Meanwhile, there were 16 respondents with poor performance, this was because the nurses were not yet able to complete their own work well and responsibly, and there was still a lack of awareness to help other nurses' work when their work was finished so that cooperation among the team was still lacking, and there were still nurses which trivializes the complaints of patients and the patient's family because according to the patient the nurse does not respond appropriately to what is complained of.

From the results of this research, it can be concluded that even though nurses have good work competence and motivation, if a nurse's work

discipline and effectiveness is not good then there could be a decline in nurse performance.

5.3.4 The Influence of Competency on Nurse Performance at RSI Siti Aisyah Madiun

Based on the results of bivariate analysis using the *Chi-Square test* to determine the effect of competency on nurse performance at RSI Siti Aisyah Madiun, it can be seen that there were 17 respondents (85.0%) with good competency and good nurse performance and 7 respondents (85.0%) with good competency and poor nurse performance. (43.8%). Meanwhile, there were 3 respondents (15.0%) with poor competency and good nurse performance, and 9 respondents (56.3%) with poor competency and poor nurse performance. So the p-value obtained was 0.024 ($p < 0.05$), which means that there is an influence of competence on the performance of nurses at RSI Siti Aisyah Madiun .

This research is in line with research (Sarifudin, 2021) which shows that competency has a significant effect on the performance of nurses at the Makassar General Hospital. The results of research conducted by (Anjani, 2019) state that there is an influence between competency and nurse performance.

Competence is an absolute requirement that a professional nurse must have to be able to provide the best service to patients. Nursing competency is a nurse's ability in the form of professional care which is an integral part of health services with nursing knowledge and tips based on knowledge, skills and attitudes in accordance with established work instructions. Quality and professional nursing care services are targets to be achieved to improve quality in hospitals. This can be achieved through good employee performance (Asbianur, 2020) .

Nurse competency is an important part that must be considered in providing nursing care to patients, in order to achieve patient satisfaction. Competence in this case, namely knowledge or intellectual capacity, attitude or self-confidence which is closely related to the triage ability possessed which will ultimately be related to the performance of a nurse handling inpatient patients (Wibowo, 2022) .

Based on the research results, it shows that there are 17 respondents who have good competency with good nursing performance, this is because good competency shows that nurses have in-depth knowledge, skills and understanding in carrying out the tasks required in their work so that it can enable nurses to complete tasks more efficiently and effectively , and with good competence, with 7 respondents having less good nurse performance, due to there is good competence, but the job roles or responsibilities they carry out do not match their strengths or interests, which can result in poor performance even though the nurses at RSI Siti Aisyah Madiun already have good competence .

Meanwhile, there were 3 respondents with poor competency and good nurse performance, because even though their work competency was not good, nurses at RSI Siti Aisyah Madiun had advantages in other fields,

such as extraordinary *soft skills*, good communication skills, and the ability to adapt quickly. so that it can lead to good performance, and poor competence with poor nurse performance, there are 9 respondents, because there are nurses who are placed in roles or tasks that are not in accordance with their competence or expertise so that if they are given responsibilities that are not in accordance with their educational background or their experiences, can This creates difficulties in completing tasks well, as well as a lack of training or development within an organization, which can cause some nurses at RSI Siti Aisyah Madiun to not have the opportunity to develop or improve their competence.

From the results of this research, it can be concluded that in situations where nurses have poor competency and poor performance, it is important for hospitals to identify the cause and find appropriate solutions. This includes the hospital providing additional training, creating a supportive work environment, and re-evaluating the job assignments or responsibilities of nurses at RSI Siti Aisyah Madiun. Because good competency can create working conditions that are conducive to optimal nurse performance.

5.3.5 The Influence of Work Motivation on Nurse Performance at RSI Siti Aisyah Madiun

Based on the results of bivariate analysis using the *Chi-Square test* to determine the effect of work motivation on nurse performance, it can be seen that there are 16 respondents (80.0%) with good work motivation and good nurse performance and 5 respondents (31%) with good work motivation and poor nurse performance. .3%). Meanwhile, there were 4 respondents (20.0%) who had poor work motivation with good nurse performance and 11 respondents (68.8%) had poor work motivation with poor nurse performance. So a p-value of 0.009 ($p < 0.05$) was obtained, which means that there is an influence of work motivation on the performance of nurses at RSI Siti Aisyah Madiun.

This research is in line with research (Astuti, 2019) which shows that there is a positive and significant influence between motivation on nurse performance, meaning that there is a direct influence between motivation and real performance. This research is in line with research (Sarifudin, 2021) which states that motivation has a significant influence on employee performance at the Makassar General Hospital.

Work motivation is an encouragement for someone to do work. If employees have strong encouragement from within themselves or encouragement from outside themselves (for example from the hospital or company), then the employee will be stimulated or encouraged to do something well (Kelvin, 2022).

Motivation is a conscious effort to influence a person's behavior so that he moves his heart to act to do something so as to achieve certain results or goals. Work motivation is the factors that encourage and influence employees to raise enthusiasm for work and create better work behavior at work. achieve targets in their work (Winarsih, 2020).

Based on the research results, it shows that there are 16 respondents who have good work motivation and good nurse performance, this is due to awards or recognition for the work achievements of nurses at RSI Siti Aisyah Madiun, as well as the support of fellow team members. so as to create a supportive work environment and more efficient in completing work, and good work motivation with poor nurse performance, there were 5 respondents, because there was still a lack of hospital management in adjusting expectations or performance targets, as well as a lack of adequate resources which can hinder nurses' ability to achieve the expected performance.

Meanwhile, work motivation is not good with good nurse performance, there are 4 respondents, because there are several nurses at RSI Siti Aisyah Madiun who have a sense of responsibility for their work or their financial obligations so that they can encourage them to keep working harder and can complete their work well thanks to their skills or supporting knowledge despite the lack of motivation in the hospital, and poor work motivation with poor nurse performance, there were 11 respondents, this was because nurses felt dissatisfied with their work due to lack of motivation from superiors or teams, lack of appreciation for nurses' work contributions, and still There are nurses who feel that their role is not in accordance with their skills or field of work so that nurses lose motivation in working which can lead to poor performance.

Motivation is a reason or encouragement for someone to act. People who don't want to act are often called people who don't have motivation. Thus, it is important for hospitals to understand the importance of work motivation and strive to create a work environment that supports and motivates their employees. This can be done through recognition or appreciation for work achievements, providing opportunities for career growth and development, and ensuring open and transparent communication so that good work motivation can create good performance.

CONCLUSION

Based on the results of research on "The Influence of Competency and Work Motivation on Nurse Performance at RSI Siti Aisyah Madiun", it can be concluded that the majority of respondents showed a good level of competence and work motivation. This research also found a significant influence between competency and work motivation on the performance of nurses at RSI Siti Aisyah Madiun. Therefore, to improve optimal health services to patients, it is recommended that the Siti Aisyah Madiun Islamic Hospital retain nurses with good competence and work motivation, and improve those who are less good. This research can also be a study material for STIKES Bhakti Husada Mulia Madiun and a reference for future researchers to develop research with different parameters in order to explore aspects of nurse performance in hospitals more deeply.

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